

# Fair, Equitable & Transparent Teacher Evaluations



**Fairfield Community Schools are Making it Happen!**



**WE ARE** a rural school district of 2,100 students in southeastern Elkhart County comprised of three townships supporting three elementary schools and one jr-sr high school. Two of our schools are Title I schools with 24% of the district eligible for free-reduced lunch.

**OUR STUDENTS & FAMILIES** are incredibly supportive of our schools and their co-curricular and extra-curricular programs. Twenty-four percent of students are language minority representing the varied backgrounds within our community. Seven percent of students transfer to us from outside the district.

**OUR TEACHERS** have been opening their classrooms to business partnerships, project-based learning, and greater inquiry practices with students. The last two years, all district teachers have been effective or highly effective in our evaluation process.

**OUR PROMISING PRACTICE** has been to implement a Fairfield educator evaluation system which has added value to the culture of teaching and learning in our district. Our administrators and teaching staff have experienced an increase in instructional effectiveness and teacher growth. From the start, we have had an eye toward individual professional development by engaging in meaningful, reflective dialogue as a result of high quality teacher evaluation experiences. Fairfield Schools was the first school to complete the INTASS implementation review process and be recommended for recognition by the State Board of Education with a resolution on February 3, 2016.

**OUR STEPS:** Fairfield used a two-year extended contact to partner with INTASS to develop its teacher evaluation plan and to conduct a year-long evaluation pilot which 75% of teachers voluntarily took part in. During the pilot year, teachers also developed local learning measures for the roll out of the new system in 2013-2014. Each year of the system since, a Teacher Appraisal Committee has reviewed aspects of the plan, making minor modifications. This year the committee is looking at ways to modify the number of observations for teachers deemed effective or highly effective, and the committee is looking at the best local assessment to implement with the State formative grant funds.

## IN OUR OWN WORDS

"This is probably about as fair a system as you're going to find anywhere, especially considering it is all new ground for us in education to have an evaluation process with this sort of rigor to it. It wasn't an easy thing, but it is nice to be recognized. We did put a lot of work and thought into this. It was something that we felt was important and needed to be done correctly."

– Jeff McClure, Fairfield Educators Association co-president

For more information about our corporation or our schools, email: [sthalheimer@fairfield.k12.in.us](mailto:sthalheimer@fairfield.k12.in.us) or visit our website: [www.fairfield.k12.in.us](http://www.fairfield.k12.in.us)